

**This Version is No Longer Current**  
 The latest version of this module is available [here](#)

## MODULE DESCRIPTOR

### Module Title

Termination of Employment

|           |               |             |         |
|-----------|---------------|-------------|---------|
| Reference | BSM654        | Version     | 2       |
| Created   | February 2017 | SCQF Level  | SCQF 11 |
| Approved  | August 2019   | SCQF Points | 15      |
| Amended   | August 2017   | ECTS Points | 7.5     |

### Aims of Module

To provide the student with a deep and practical understanding of the interaction between the law and the employment relationship with particular reference to termination of employment. To provide the student with more understanding and awareness of the impact that European and international law has on UK employment rights. To enable the students to acquire a working knowledge of employment law and its interaction with, and application to, good management practice in employment relationships.

### Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Understand and critically assess the impact of European and International law on UK employment rights and duties.
- 2 Understand and critically assess the role of the law and alternative dispute resolution in regulating the termination of the employment relationship.
- 3 Analyse the steps necessary to ensure compliance with the legal requirements imposed on employers.

### Indicative Module Content

Rules governing termination of employment including unfair dismissal, discussion of rights and duties indicating the influence of European and International law on UK employment rights.

### Module Delivery

Online topic materials; online tutorials; case studies; group activities; group discussions; directed reading and research and coursework.

### Indicative Student Workload

|  | Full Time | Part Time |
|--|-----------|-----------|
| Contact Hours  | 36        | 36        |
| Non-Contact Hours  | 114       | 114       |
| Placement/Work-Based Learning Experience [Notional] Hours                    | N/A       | N/A       |
| TOTAL  | 150       | 150       |
| <i>Actual Placement hours for professional, statutory or regulatory body</i> |           |           |

**ASSESSMENT PLAN**

If a major/minor model is used and box is ticked, % weightings below are indicative only.

**Component 1**

Type: Coursework Weighting: 30% Outcomes Assessed: 1, 2, 3

Description: Continual assessment exercise that may consist of assessed forum postings, group work and general online discussion. This component is worth 30% of the module grade

**Component 2**

Type: Coursework Weighting: 70% Outcomes Assessed: 1, 2, 3

Description: Written coursework exercise worth 70% of the module grade

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

The Module is assessed by two components: C1 - Coursework - 30% weighting. C2 - Coursework - 70% weighting. Module Pass Mark = Grade D (40%)

| Module Grade | Minimum Requirements to achieve Module Grade:                                  |
|--------------|--|
| <b>A</b>     | At least 70% on weighted aggregate and at least 35% in each component          |
| <b>B</b>     | At least 60% on weighted aggregate and at least 35% in each component          |
| <b>C</b>     | At least 50% on weighted aggregate and at least 35% in each component          |
| <b>D</b>     | At least 40% on weighted aggregate and at least 35% in each component          |
| <b>E</b>     | At least 35% on weighted aggregate   |
| <b>F</b>     | Less than 35% on weighted aggregate  |
| <b>NS</b>    | Non-submission of work by published deadline or non-attendance for examination |

**Module Requirements**

|                          |       |
|--------------------------|-------|
| Prerequisites for Module | None. |
| Corequisites for module  | None. |
| Precluded Modules        | None. |

**INDICATIVE BIBLIOGRAPHY**

- 1 EMIR A., 2018. *Selwyn's law of employment*. 20th ed. Oxford: Oxford University Press.
- 2 MIDDLEMISS S. and DOWNIE M., 2015. *Employment law in Scotland*. 2nd ed. London: Bloomsbury Professional
- 3 PITT, G., 2016. *Employment law*. 10th ed. London: Sweet & Maxwell.